

EXECUTIVE
CAREER SERVICE
ANNUAL PERSONNEL REPORT

SUMMARY STATEMENT

"E" CAREER SERVICE APR ANALYSIS

The following paragraph summarizes the major findings reported in the attached APR submitted by the Executive Career Service:

The movement of the O/PPPM from the DDA to the Executive Career Service in January 1980 made analysis of FY 1980 more difficult. The Executive Career Service is an aggregation of independent offices, and there is no real way of managing the group as a whole or affecting uniform management practices except through guidance from the Head of Career Service to individual managers. For that reason, direct comparison with the other Career Services is not appropriate. There was no Affirmative Action Plan per se in the Executive Career Service at the end of FY 1980, but women comprised 58% and minorities 11% of on-duty strength. It is reported that the Uniform Promotion System works well, and that FY 1980 goals have been achieved. Only three personal rank assignments were reported which extended beyond the initial two year period. Of the four counseling cases reported, three cases were from previous years.

5 February 1981

MEMORANDUM FOR: Director of Personnel Policy, Planning
and Management

FROM : Maurice Lipton
Chairman, E Career Service

SUBJECT : E Career Service Fiscal Year 1980
Annual Personnel Report

Attached is the E Career Service Fiscal Year 1980 Annual
Personnel Report Analysis and completed sections Seven and
Eight.



Maurice Lipton

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